

# Institute of Group Analysis and Group Analysis North

## Reflective Practice in Organisations: Foundation Course (Manchester)

### PROGRAMME

#### Day 1: Friday 21<sup>st</sup> June 2019

9.30-10.00am	Registration, coffee and welcome
10.00am	<b>Introduction, housekeeping and welcome</b> Christine Thornton, Director, Reflective Practice in Organisations
10.15am	Introductory world café exercise <i>Review in pairs</i> <i>Plenary discussion</i>
11.30am	Break and refreshments
12.00pm	<b>Keynote 1: Christine Thornton:</b> Reflective practice in organisations: towards a group analytic praxis for working with teams/ organisations
12.30pm	Questions and discussion
1.15pm	<b>Lunch</b>
2.00pm	Reflective practice group 1: small groups <ul style="list-style-type: none"><li>• How does my experience chime with what I have heard so far?</li><li>• What are the obstacles to thinking in my workplace?</li></ul>
3.00pm	Refreshments
3:30pm	<b>Keynote 2: Cynthia Rogers: Creating the right conditions for effective reflective practice: dynamic administration in action</b>
4.15pm	Questions and discussion
4.45pm	Comfort and room changeover break
4.55pm	Reflective practice group 2: plenary <ul style="list-style-type: none"><li>• Reflective practice in a 'temporary learning community': speaking my thoughts and feelings</li><li>• What am I learning about how I and others [can] use reflective practice with teams and groups?</li></ul>
5.55pm	<b>Course Day Ends</b>

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**Day 2: Saturday 22<sup>nd</sup> June 2019**

- 9.00am** Refreshments & sign in
- 9.15am** **Programme for the day and revisit our learning objectives**
- 9.30am** Fishbowl exercise: Choosing a leader for a reflective practice group
- 10.30am** Comfort/ room changeover break
- 10.35am** Reflective practice group 3: small groups
- What led you to choose the group you chose [active or observing]? What have you learned about yourself and / or how others are similar/ different from you? What different issues concern managers and practitioners?
  - What are the qualities/characteristics we want from a RP leader?
- 11.30am** Break / refreshments
- 12.00pm** **Keynote 3: Gerhard Wilke: The art of group analysis in organisations: using intuitive and experiential knowledge**
- 12.45pm** Questions and discussion
- 1.15pm** Lunch
- 2.00pm** Reflective practice groups 4: small groups:
- What have the experiences of the Course meant for me?
  - What difference can it make when I am back at work?
- 3.00pm** Break and refreshments
- 3.30pm** Pairs exercise re putting into practice and plenary re further steps
- 4.10pm** Comfort break
- 4.15pm** Reflective practice group 5: final plenary -- gathering the threads of learning, saying goodbye.  
Reflections on the Course: thoughts unuttered, feelings unexpressed.
- 5.15pm** **Course Ends – collect CPD Certificate**
- 5.25pm – 6.15pm* *Afterwards - Meeting for those proceeding to the 2019 Diploma in Organisational Practice in London, focussing on dynamic administration*

# **Institute of Group Analysis and Group Analysis North**

## **Reflective Practice in Organisations: Foundation Course (Manchester)**

### **Learning Objectives**

The Course is a foundation for professionals either wishing to develop stronger skills in working with teams and reflective practice groups, or leaders requiring a better understanding idea of how to use organisational interventions and participate in team and reflective practice settings.

We expect that participants will give different emphasis to what they wish to gain from the Course, and so learning objectives will differ for each individual. We therefore offer a list of learning objectives which the Course will give opportunities to make progress on, as a 'menu' from which participants can choose or modify to reflect their own priorities.

Participants can:

- Identify and discuss personal and professional objectives for reflective practice and for the Foundation Course
- Have greater awareness of the experience of self and others in groups
- Grasp some distinctive qualities of group analytic practice in working in/ with organisations
- Practise speaking in a reflective group
- Give and/ or receive feedback in a group setting
- Gain a fuller and more nuanced understanding of group leadership
- Recognise different styles of leadership and participation, and reflect on their own style
- Understand some obstacles to thinking in the workplace and how reflective practice helps overcome these
- Explore the differing potentials and dynamics of small and large reflective groups
- Have greater awareness of the tension between personal and group identity
- Experience the dynamics of joining and leaving a temporary learning community
- Gain a fuller understanding of the potential of a group analytic approach to teams, organisations and reflective practice.